**State Minimum Wage Chart**

*Effective January 1, 2018 (See below for Local/City Minimum Wage Chart)*

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| --- | --- | --- | --- | --- | --- |
| **State** | **Current Minimum Wage** | **Maximum Tip Credit Allowed for Tipped Employees** | **Minimum Cash Wage for Tipped Employees** | **Future Changes to Minimum Wage** | **States with Annual Indexed Changes** |
| Federal | $7.25 | $5.12 | $2.13 |  |  |
| Federal Contractors | $10.20 | $3.40 | $6.80 | $10.35 on 1/1/18 |  |
| Alabama | No state minimum wage laws; federal rate applies |  |  |  |  |
| Alaska | $9.80 | No tip credit allowed | No tip credit allowed |  | January each year |
| Arizona | $10.00 | $3.00 | $7.00 | $10.50 on 1/1/18;  $11.00 on 1/1/19;  $12.00 on 1/1/20 | January each year starting in 2021 |
| Arkansas | $8.50 | $5.87 | $2.63 |  |  |
| California | Small employer (25 or fewer employees):$10.00  Large employer (26 or more employees):$10.50 | No tip credit allowed | No tip credit allowed | Small employer:  $10.50 on 1/1/18;  $11.00 on 1/1/19;  $12.00 on 1/1/20;  $13.00 on 1/1/21;  $14.00 on 1/1/22;  $15.00 on 1/1/23  Large employer:  $11.00 on 1/1/18;  $12.00 on 1/1/19;  $13.00 on 1/1/20;  $14.00 on 1/1/21;  $15.00 on 1/1/22 | January each year starting in 2023 |
| Colorado | $9.30 | $3.02 | $6.28 | $0.90 each January through January 2020 | January each year starting in 2021 |
| Connecticut | $10.10 | $3.72 hotel and wait staff; $1.87 bartenders | $6.38 hotel and wait staff; $8.23 bartenders |  |  |
| Delaware | $8.25 | $6.02 | $2.23 |  |  |
| D.C. | $12.50 | $9.17 | $3.33 |  | July of each year starting in 2017 |
| Florida | $8.10 | $3.02 | $5.08 |  | January each year |
| Georgia | $5.15 | $5.12 | $2.13 |  |  |
| Hawaii | $9.25 | $0.75 (only allowed if tips plus wages equal at least $7 more than minimum wage) | $8.50 | $10.10 on 1/1/18 |  |
| Idaho | $7.25 | $3.90 | $3.35 |  |  |
| Illinois | $8.25 | $3.30 | $4.95 |  |  |
| Indiana | $7.25 | $5.12 | $2.13 |  |  |
| Iowa | $7.25 | $2.90 | $4.35 |  |  |
| Kansas | $7.25 | $5.12 | $2.13 |  |  |
| Kentucky | $7.25 | $5.12 | $2.13 |  |  |
| Louisiana | No state minimum wage laws; federal rate applies |  |  |  |  |
| Maine | $9.00 | Limited to no more than 50% of employee’s minimum wage | $5.00 | $10.00 on 1/1/18;  $11.00 on 1/1/19;  $12.00 on 1/1/20 | January each year starting in 2021 |
| Maryland | $9.25 | $5.62 | $3.63 | $10.10 on 7/1/18 |  |
| Massachusetts | $11.00;  $8.00 for agricultural employees | $7.25 | $3.75 |  |  |
| Michigan | $8.90 | $5.52 | $3.38 | $9.25 on 1/1/18 | Starting 1/1/19 |
| Minnesota | Small employer (annual gross revenue less than $500,000):  $7.75  Large employer (annual gross revenue of more than $500,000):  $9.50 | No tip credit allowed | No tip credit allowed | Small employer:  $7.87 on 1/1/18  Large employer:  $9.65 on 1/1/18 | Starting 1/1/18 |
| Mississippi | No state minimum wage laws; federal rate applies |  |  |  |  |
| Missouri | $7.70 | $3.85 | $3.85 |  | January each year |
| Montana | $8.15 | No tip credit allowed | No tip credit allowed |  | January each year |
| Nebraska | $9.00 | $6.87 | $2.13 |  |  |
| Nevada | With qualified health plan:  $7.25  Without qualified health plan:  $8.25 | No tip credit allowed | No tip credit allowed |  | July each year |
| New Hampshire | Federal rate applies | $3.98 | $3.27 |  |  |
| New Jersey | $8.44 | $6.31 | $2.13 |  | January each year |
| New Mexico | $7.50 | $5.37 | $2.13 |  |  |
| New York | Non-fast food employees: $9.70  Fast food employees:  $10.75 | See <https://labor.ny.gov/formsdocs/factsheets/pdfs/p717.pdf> | See <https://labor.ny.gov/formsdocs/factsheets/pdfs/p717.pdf> | Non-fast food employees:  $10.40 on 12/31/17;  $11.10 on 12/31/18;  $11.80 on 12/31/19;  $12.50 on 12/31/20  Fast food employees:  $11.75 on 12/31/17; $12.75 on 12/31/18; $13.75 on 12/31/19; $14.50 on 12/31/20; $15.00 on 7/1/21 |  |
| North Carolina | $7.25 | $5.12 | $2.13 |  |  |
| North Dakota | $7.25 | $2.39 | $4.86 |  |  |
| Ohio | Employers with gross receipts under $297,000:  $7.25  Employers with gross receipts over $297,000:  $8.15 | $4.07 | $4.08 |  | January each year |
| Oklahoma | Employers of ten or more full time employees at any one location and for employers with annual gross sale over $100,000 irrespective of number of full time employees:  $7.25  All other employers:  $2.00 | $3.62 | $3.63 |  |  |
| Oregon | Standard; outside Portland Metro area:  $10.25  Nonurban counties:  $10.00 | No tip credit allowed | No tip credit allowed | Standard; outside Portland Metro area:  $10.75 on 7/1/18;  $11.25 on 7/1/19;  $12.00 on 7/1/20;  $12.75 on 7/1/21;  $13.50 on 7/1/22  Nonurban counties:  $10.50 on 7/1/18;  $11.00 on 7/1/19;  $11.50 on 7/1/20;  $12.00 on 7/1/21;  $12.50 on 7/1/22 | July each year starting in 2023 |
| Pennsylvania | $7.25 | $4.42 | $2.83 |  |  |
| Rhode Island | $9.60 | $5.71 | $3.89 | $10.10 on 1/1/18 |  |
| South Carolina | No state minimum wage laws; federal rate applies |  |  |  |  |
| South Dakota | $8.65 | $4.27 | $4.28 | $8.85 on 1/1/18 | January each year |
| Tennessee | No state minimum wage laws; federal rate applies |  |  |  |  |
| Texas | $7.25 | $5.12 | $2.13 |  |  |
| Utah | $7.25 | $5.12 | $2.13 |  |  |
| Vermont | $10.00 | $5.00 | $5.00 | $10.50 on 1/1/18 | Beginning 1/1/19 |
| Virginia | $7.25 | $5.12 | $2.13 |  |  |
| Washington | $11.00 | No tip credit allowed | No tip credit allowed | $11.50 on 1/1/18;  $12.00 on 1/1/19;  $13.50 on 1/1/20 | January each year starting in 2021 |
| West Virginia | $8.75 | $6.13 | $2.62 |  |  |
| Wisconsin | $7.25 | $4.92 | $2.33 |  |  |
| Wyoming | $5.15 | $3.02 | $2.13 |  |  |

(The Local/City Minimum Wage Chart is on the next page)

**Local/City Minimum Wage Chart**

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| --- | --- | --- | --- |
| State | **Municipalities** | **Current Minimum Wage** | **Future Changes to Minimum Wage** |
| Arizona |  |  |  |
|  | Flagstaff | $10.50 | $11.00 on 1/1/18;  $12.00 on 1/1/19;  $13.00 on 1/1/20;  $15.00 or $2.00 above state minimum wage, whichever is greater, on 1/1/21 |
| California |  |  |  |
|  | Berkeley | $13.75 | $15.00 on 10/1/18;  Increases indexed to CPI starting 7/1/19 |
|  | Cupertino | $12.00 | $13.50 on 1/1/18;  $15.00 on 1/1/19;  Increases indexed to CPI starting 1/1/20 |
|  | El Cerrito | $12.25 | $13.60 on 1/1/18;  $15.00 on 1/1/19;  Increases indexed to CPI starting 1/1/20 |
|  | Emeryville | Small employers (55 or less employees):  $14.00  Large employers (56 or more employees):  $15.20 | Small employers:  $15.00 on 7/1/18;  Increases indexed to CPI starting 7/1/19  Large employers:  Increases indexed to CPI annually on 7/1 |
|  | **Los Altos** | $12.00 | $13.50 on 1/1/18;  $15.00 on 1/1/19;  Increases indexed to CPI annually starting 1/1/20 |
|  | **Los Angeles** | Small employers (25 or fewer employees):  $10.50  Large employers (26 or more employees):  $12.00  Hotel workers:  $15.66 | Small employers:  $12.00 on 7/1/18;  $13.25 on 7/1/19;  $14.25 on 7/1/20;  $15.00 on 7/1/21;  Increases indexed to CPI annually starting 7/1/22  Large employers:  $13.25 on 7/1/18;  $14.25 on 7/1/19;  $15.00 on 7/1/20;  Increases indexed to CPI annually starting 7/1/22  Hotel workers:  Increases annually based on CPI |
|  | **Los Angeles County** | Small employers (25 or fewer employees):  $10.50  Large employers (26 or more employees):  $12.00 | Small employers:  $12.00 on 7/1/18;  $13.25 on 7/1/19:  $14.25 on 7/1/20;  $15.00 on 7/1/21;  Increases indexed to CPI annually starting on 7/1/22  Large employers:  $13.25 on 7/1/18;  $14.25 on 7/1/19;  $15.00 on 7/1/20;  Increases indexed to CPI annually starting on 7/1/22 |
|  | **Malibu** | Small employers (25 or fewer employees):  $10.50  Large employers (26 or more employees):  $12.00 | Small employers:  $12.00 on 7/1/18;  $13.25 on 7/1/19;  $14.25 on 7/1/20;  $15.00 on 7/1/21;  Increases indexed to CPI annually starting on 7/1/22  Large employers:  $13.25 on 7/1/18;  $14.25 on 7/1/19;  $15.00 on 7/1/20;  Increases indexed to CPI annually starting on 7/1/22 |
|  | Milpitas | $11.00 | $12.00 on 1/1/18;  $13.50 on 7/1/18;  $15.00 on 7/1/19;  Increases indexed to CPI annually starting on 7/1/20 |
|  | Mountain View | $13.00 | $15.00 on 1/1/18;  Increases indexed to CPI annually starting on 1/1/19 |
|  | Oakland | $12.68 | Increases indexed to CPI annually each 1/1 |
|  | Palo Alto | $12.00 | $13.50 on 1/1/18;  $15.00 on 1/1/19;  Increases indexed to CPI annually starting on 1/1/20 |
|  | Pasadena | Small employers (25 or fewer employees):  $10.50  Large employers (26 or more employees):  $12.00 | Small employers:  $12.00 on 7/1/18;  Additional increases possible starting 7/1/19  Large employers:  $13.25 on 7/1/18;  Additional increases possible starting 7/1/19 |
|  | Richmond | $12.30 | $13.00 on 1/1/18;  Increases indexed to CPI annually starting on 1/1/19 |
|  | San Diego | $11.50 | Increases indexed to CPI annually starting on 1/1/19 |
|  | San Francisco | $14.00 | $15.00 on 7/1/18;  Increases indexed to CPI annually starting on 7/1/19 |
|  | San Jose | $12.00 | $13.50 on 1/1/18;  $15.00 on 1/1/19;  Increases indexed to CPI annually starting on 1/1/20 |
|  | San Leandro | $12.00 | $13.00 on 7/1/18;  $14.00 on 7/1/19;  $15.00 on 7/1/20 |
|  | San Mateo | $12.00 | $13.50 on 1/1/18;  $15.00 on 1/1/19;  Increases indexed to CPI annually starting on 1/1/20 |
|  | Santa Clara | $11.10 | $13.00 on 1/1/18 |
|  | Santa Monica | Small employers (25 or fewer employees):  $10.50  Large employers (26 or more employees):  $12.00  Hotel workers:  $15.66 | Small employers:  $12.00 on 7/1/18;  $13.25 on 7/1/19;  $14.25 on 7/1/20;  $15.00 on 7/1/21;  Increases indexed to CPI annually starting on 7/1/22  Large employers:  $13.25 on 1/1/18;  $14.25 on 1/1/19;  $15.00 on 1/1/20;  Increases indexed to CPI annually starting on 7/1/22  Hotel workers:  Aligned with City of Los Angeles Hotel Wage; increases annually based on CPI |
|  | Sunnyvale | $13.00 | $15.00 on 1/1/18;  Increases indexed to CPI annually starting on 1/1/19 |
| Illinois |  |  |  |
|  | Chicago | $10.50 | **$11.00 on 7/1/17;**  **$12.00 on 7/1/18;**  **$13.00 on 7/1/19;**  **Increases based on CPI begin each July starting in 2020** |
|  | Cook County | $10.00 | **$11.00 on 7/1/18;**  **$12.00 on 7/1/19;**  **$13.00 on 7/1/20;**  **Additional changes each July starting in 2021** |
| Maine |  |  |  |
|  | Bangor | $8.25 | **$9.00 on 1/1/18;**  **$9.75 1/1/19;**  **Increases based on CPI begin each January starting in 2020** |
|  | Portland | $10.68 | **Increases based on CPI begin each July starting in 2018** |
| Maryland |  |  |  |
|  | Montgomery County | $11.50 |  |
|  | Prince George’s County | $11.50 |  |
| Minnesota |  |  |  |
|  | Minneapolis | Small employers (100 or fewer employees):  $7.75  Large employers (101 or more employees):  $9.50 | Small businesses:  $10.25 on 7/1/18;  $11.00 on 7/1/19;  $11.75 on 7/1/20;  $12.50 on 7/1/21;  $13.50 on 7/1/22;  $14.50 on 7/1/23;  $15.00 indexed to inflation on 7/1/24  Large businesses:  $10.00 on 1/1/18;  $11.25 on 7/1/18;  $12.25 on 7/1/19;  $13.25 on 7/1/20;  $14.25 on 7/1/21;  $15.00 on 7/1/22;  $15.00 indexed to inflation 1/1/23 |
| New Mexico |  |  |  |
|  | Albuquerque | $7.80 with benefits;  $8.80 without benefits | Indexed to CPI annually |
|  | Bernalillo County | $8.70 | $8.85 on 1/1/18 |
|  | Las Cruces | $9.20 | $9.45 on 1/1/18;  $10.10 on 1/1/19;  future increases indexed to CPI annually |
|  | Santa Fe | $11.09 | Future increases indexed to CPI annually on March 1 |
|  | Santa Fe County | $11.09 | Future increases indexed to CPI annually on March 1 |
| New York |  |  |  |
|  | New York City | NYC small employer: $10.50  NYC large employer: $11.00  NYC fast food: $12.00 | NYC small employer:  $12.00 on 12/31/17;  $13.50 on 12/31/18;  $15.00 on 12/31/19;  Indexed to inflation thereafter  NYC large employer:  $13.00 on 12/31/17;  $15.00 on 12/31/18;  Indexed to inflation thereafter  NYC fast food:  $13.50 on 12/31/17;  $15.00 on 12/31/18 |
|  | Nassau, Suffolk, and Westchester Counties | $10.00 | $11.00 on 12/31/17;  $12.00 on 12/31/18;  $13.00 on 12/31/19;  $14.00 on 12/31/20;  $15.00 on 12/31/21 |
| Oregon |  |  |  |
|  | Portland Metro area | $11.25 | $12.00 on 7/1/18;  $12.50 on 7/1/19;  $13.25 on 7/1/20;  $14.00 on 7/1/21;  $14.75 on 7/1/22 |
| Pennsylvania |  |  |  |
|  | Philadelphia | $12.10 (applies to employers contracting with the city) |  |
| Washington |  |  |  |
|  | Seattle | Large employers (501 or more employees):   * $13.50 (employer pays toward medical benefits) * $15.00 (employer does not pay toward medical benefits)   Small employers (500 or fewer employees):   * $11.00 (employer pays towards medical benefits and/or employee earns tips) * $13.00 (employer does not pay towards medical benefits and/or employee does not earn tips) | Large employers (employer pays toward medical benefits):   * $15.00 on 1/1/18; * After reaching $15,00, increases in January each year indexed to CPI   Large employers (employer does not pay toward medical benefits):   * After reaching $15.00, increases in January each year indexed to CPI   Small employers (employer pays towards medical benefits and/or employee earns tips):   * $11.50 on 1/1/18; * $12.00 on 1/1/19; * $13.50 on 1/1/20; * $15.00 on 1/1/21 * After reaching $15.00, increases in January each year indexed to CPI   Small employers (employer does not pay towards medical benefits and/or employee does not earn tips):   * $14.00 on 1/1/18; * $15.00 on 1/1/19; * After reaching $15.00, increases in January each year indexed to CPI |
|  | SeaTac | $15.34 (hospitality and transportation employees) | $15.64 (hospitality and transportation employees) on 1/1/18 |
|  | Tacoma | $11.15 | $12.00 on 1/1/18;  Adjusted annually by the rate of inflation beginning 1/1/19 |